



January 2010

Volume 2, Issue 1



Greetings!

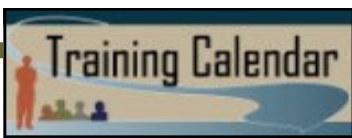
The Office of Diversity and Equality is committed to open communications. The purpose of this Newsletter is to provide accurate and timely information to agencies and practitioners in the human resources field as it relates to EEO, diversity, ADA and other related fields. In order to enhance this commitment, we are planning on adding a section of this Newsletter on “Upcoming Events”. This will allow everyone who reads this the opportunity to know who is doing what, when and where. Oh yeah, there is one other part of this equation, we are going to need to hear from YOU. What events are you planning in your agency that may be of interest to others in the field? What outside events have you heard about? Is there a seminar or workshop on a topic that would be beneficial to H.R. staff? We want to know so we can share with everyone. This is a monthly Newsletter so we will need to receive this information no later than the 20th of each month. If you have an event that is going to happen outside of this timeline, we still want to know as we are planning to update our website to also highlight the events that are taking place throughout the state. Please send this information to either myself, Singer.buchanan@ky.gov or to Clint Morris, our web guru, at Clinton.morris@ky.gov.

One event we would like to highlight for February is the Black History Month Celebration sponsored by the Kentucky Black Legislative Caucus at noon on February 11 in the Capitol Rotunda. The Program will include a tribute to the Late Justice William E. McAnulty and the unveiling of a bust sculpted by renowned sculptor Ed. Hamilton. The Office of Diversity and Equality is assisting the Legislative Research Commission in this endeavor.

Lastly, we want to remind everyone of the workshops we offer monthly at the Governmental Services Center on Anti-Harassment and Diversity Awareness. The date of this month's training is February 17. If you would like to attend, or send someone from your agency, please let me know as the classes are filled on a first come, first serve basis.

As always, it is a pleasure for us to continue meeting the needs of agencies and employees as we all strive to have a workplace free from all types of discrimination.

Regards,
Singer Buchanan
State EEO Coordinator



For the 2010 Calendar Year the Office of Diversity & Equality will be providing the following training opportunities for Anti-Harassment and Diversity. To register contact Singer Buchanan at Singer.Buchanan@ky.gov.

Date	Audience	Title	(GSC) Room	Time
02/17/10	State Employees	Anti-Harassment	542	9am - 12 pm
	State Employees	Diversity	542	1pm - 4 pm
03/17/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
04/14/10	State Employees	Anti-Harassment	542	9am - 12 pm
	State Employees	Diversity	542	1pm - 4 pm
05/19/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
06/16/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
07/21/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
08/18/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
09/08/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
10/20/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm
11/10/10	State Employees	Anti-Harassment	539	9am - 12 pm
	State Employees	Diversity	539	1pm - 4 pm





EEOC Celebrates One-Year Anniversary of the Lilly Ledbetter Fair Pay Act of 2009

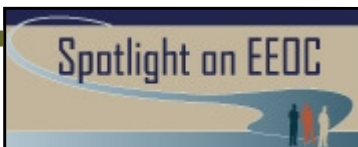
On January 29, 2009, President Barack Obama signed the first piece of legislation of his Administration, the Lilly Ledbetter Fair Pay Act of 2009 ("Act"). This law overturned the Supreme Court's decision in *Ledbetter v. Goodyear Tire & Rubber Co., Inc.*, 550 U.S. 618 (2007), which severely restricted the time period for filing complaints of employment discrimination based on discriminatory compensation. The EEOC is celebrating the Act's one-year anniversary by inviting Lilly Ledbetter herself to address staff at EEOC Headquarters in Washington, DC, in a talk that is being streamed to the Commission's 53 field offices.

The Act codifies the EEOC's longstanding position that each paycheck that contains discriminatory compensation is a separate violation regardless of when the discrimination began. The Ledbetter Act recognizes the "reality of wage discrimination" and restores "bedrock principles of American law." Particularly important for the victims of discrimination, the Act contains an explicit retroactivity provision.

People challenging a wide variety of practices that resulted in discriminatory compensation are benefiting from the Act's passage. These practices include determining base pay or wages, deciding job classifications, denying career ladder or other noncompetitive promotions, denying tenure, and failing to respond to requests for raises.

Because the Act is retroactive, in the year since the Act took effect the EEOC undertook a comprehensive review of (1) wage discrimination charges that were either pending in its inventory or recently closed, (2) closed inquiries that had not resulted in a charge, and (3) closed cases from its Fair Employment Practices Agency partners. This review affected over 1,100 people who had been denied access to relief due to the Supreme Court's decision. The EEOC also revised its Compliance Manual section on threshold issues to provide guidance to both employers and employees on how to determine the timeliness of claims of compensation discrimination.

Compensation discrimination continues to be a problem in the American workplace. In the year since the Act took effect, some 4,800 charges were filed with the EEOC alleging wage discrimination. Approximately 1,900 of these were filed by women alleging sex discrimination in compensation, just as Ms. Ledbetter had done when she first filed her charge of discrimination in July 1998.



Job Bias Charges Approach Record High in Fiscal Year 2009, EEOC Reports Commission Obtains \$376 Million for Victims of Discrimination

<http://www.eeoc.gov/eeoc/newsroom/release/1-6-10.cfm>

Ralph Schomp Automotive Agrees To Pay \$1.5 Million To Settle EEOC Sex And Age Bias Lawsuit

Women Sexually Harassed and Older Men Fired, Federal Agency Charged

<http://www.eeoc.gov/eeoc/newsroom/release/1-7-10.cfm>

Race, LLC / Studsvik to Pay \$650,000 to Settle EEOC Racial Harassment & Retaliation Suit

Radioactive Waste Processing Company Targeted Black Workers for Higher
Radiation Exposure, Federal Agency Charged

<http://www.eeoc.gov/eeoc/newsroom/release/12-31-09a.cfm>



2010 ODE Strategic Plan (Fourth in a Four Part Series)

As our partners in creating a workforce that values diversity and equal opportunity, the ODE staff feels it is important and necessary to share with you our strategic vision. Over the last four months we have included in this newsletter ODE's answers to the Personnel Cabinet's Four Big Questions. This is our final installment. Please feel free to share with us your ideas on how we can move forward and actualize these

Question 4: How will we enhance customer value?

We will systematically develop innovative approaches to gathering customer feedback and implement assessed needs.

1. Conduct focus group meetings (HR Practitioners, EEO Coordinators, EEO Counselors, trainers, etc.) with individual agencies represented within the EEO Coalition.
2. Develop a method for measuring long-term impact of services provided.



The Office of Diversity & Equality would like to congratulate our very own Colene Elridge on being certified as a KEMP Mediator!

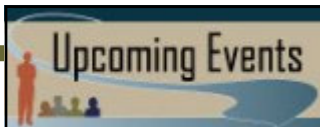
To receive certification, Colene completed a 37.5 hour training course, 20 hours of co-mediation and a final observation by the KEMP Program Manager.

Mediation provides an opportunity for employees to solve problems with co-workers. A trained mediator meets with the people in conflict and helps them reach their own solution to their problems. The mediator does not take sides and does not mediate in his/her own agency.

Mediation is available, free of charge, to all Executive Branch employees. Either an employee or a supervisor may request mediation.

:For more information on KEMP please visit:

<http://personnel.ky.gov/emprel/kemp>



THE KENTUCKY BLACK LEGISLATIVE CAUCUS
REQUESTS THAT YOU MARK YOUR CALENDAR FOR THE

2010

Black History Month Celebration

TRIBUTE TO THE LATE JUSTICE WILLIAM E. McANULTY, JR.
& THE UNVEILING OF A BUST SCULPTED BY RENOWNED SCULPTOR ED HAMILTON

"History in the Making"

THURSDAY, FEBRUARY 11
12 NOON
CAPITOL ROTUNDA
FRANKFORT, KENTUCKY

THE BLUEGRASS ALLIANCE FOR WOMEN seeks nominations for
the 2010 BAW COUNTY IMPACT AWARDS

Bluegrass Alliance for Women (BAW) Impact Awards are granted annually to one woman from each of the seventeen Bluegrass Area Development District (BGADD) counties who has made a strong commitment to improving the lives of women and girls within the BGADD. These awards bring recognition that would otherwise go unnoticed through other channels to women who are empowering women and girls in their counties. The Bluegrass Area Development District includes the following counties: Anderson, Boyle, Bourbon, Clark, Estill, Fayette, Franklin, Garrard, Harrison, Jessamine, Lincoln, Madison, Mercer, Nicholas, Powell, Scott, and Woodford. Please nominate women in your county who are making a difference in the lives of women and girls.

At the 2010 Legacy Award Luncheon, all women nominated for Impact Awards will be recognized. Following this recognition, the 2010 Legacy Award will be presented to one of the County Impact Award winners. The Legacy Award, presented annually, honors and recognizes one woman as an exemplary role model committed to empowering women and girls in the BGADD.

4th Annual Legacy Award Luncheon

March 23, 2010

12:00 p.m. - 1:30 p.m. (Registration 11:30 a.m. – 12:00 p.m.)

Location: Holiday Inn North, 1950 Newtown Pike, Lexington

For a Nomination Form Please Contact:

Kim Griswold Dotson

kqdotson@bluegrassallianceforwomen.com



(From the Economic Success through Minority Empowerment Summit)

SMALL BUSINESS CONNECTIONS

www.kentucky.gov/sbc

What is SMALL BUSINESS CONNECTIONS?

SMALL BUSINESS CONNECTIONS is a searchable, online database of small, minority and women-owned businesses in Kentucky. The purpose of the SMALL BUSINESS CONNECTIONS program is to help match small businesses in Kentucky with buyers from government agencies and large businesses. Small businesses in Kentucky are encouraged to register in the SMALL BUSINESS CONNECTIONS database at www.kentucky.gov/sbc. Registrants provide basic information about their business including contact information, a description of the products or services that they provide, and business certifications (third-party and/or self-certifications). SMALL BUSINESS CONNECTIONS is a joint effort of the Kentucky Cabinet for Economic Development and the Kentucky Finance & Administration Cabinet. Registration is free to small businesses with a physical location in Kentucky.

Registration in the SMALL BUSINESS CONNECTION vendor database is not the same as registering in the Commonwealth of Kentucky's Vendor Self Services (VSS). VSS is the official vendor registration site for all firms (large or small, in-state or out-of-state) that want to do business with the Commonwealth of Kentucky. The SMALL BUSINESS CONNECTION vendor database is a supplemental database that is designed exclusively for small businesses located in Kentucky.

Why should I register my business in the SMALL BUSINESS CONNECTIONS database?

Many government agencies and large businesses (prime contractors) are actively looking for small, minority, and women-owned businesses. Several different vendor databases currently exist, but there isn't a single comprehensive source exclusively for Kentucky small businesses. The SMALL BUSINESS CONNECTIONS database is designed to promote small businesses in Kentucky. Registering in this database will make it easier for buyers from government agencies and large businesses to find your business and learn about your capabilities, which may lead to additional business opportunities. Once you're registered, buyers will be able to review your business profile by searching the SMALL BUSINESS CONNECTION vendor database at <https://secure.kentucky.gov/sbc/database.aspx>.

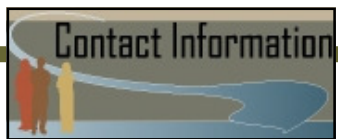
How do I register/create a Small Business Profile?

A vendor registration form is available at: <https://secure.kentucky.gov/sbc/files/SmallBusinessConnectionVendorRegistrationForm/pdf>. This form can be used to collect the information needed to create a profile in the SMALL BUSINESS CONNECTIONS database. After you've collected the registration information, go to www.kentucky.gov/sbc, click on "Login or Create a Profile," and then select "Create small business profile here." For registration assistance, e-mail cedsbsd@ky.gov or call 800-626-2250.



“The same is true at home. We find unity in our incredible diversity, drawing on the promise enshrined in our Constitution: the notion that we're all created equal; that no matter who you are or what you look like, if you abide by the law you should be protected by it; if you adhere to our common values you should be treated no different than anyone else.”

- President Barack Obama, 2010 State of the Union Address



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<http://personnel.ky.gov/diversity>